President Charles Steger’s Installation Remarks

I am honored to have been chosen to serve as Virginia Tech’s fifteenth president. It is both a privilege and a challenge to follow and, I hope, to build upon the accomplishments of such distinguished leaders as Marshall Bahn, Bill Lavery, Jim McComas, and Paul Torgersen, who together represent four decades of skilled and inspired commitment to our institution. As I pledged in my first letter to the university community, I mean to commit all the intellect and energy that I can to the cause of advancing this great university.

The 1999-2000 academic year has its challenges and its hopes and dreams…dreams which must be shared by the entire community, if they are to be realized, and challenges which cannot be overcome unless we join together in our efforts.

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Today, I want to talk with you about some ideas that to me appear central to the task of crafting a vision for the future of Virginia Tech in the increasingly complex landscape of higher education.

In terms of longevity in Western civilization, the university as an institution is second only to the church. Society has been well served by both the university’s resistance to change and by its capacity to foster change. At the same time, while this may appear to be a contradiction, it is not a contradiction at all. The key to success is managing the right things at the right time in order to preserve those essentials that define us.

Throughout the history of this country, there have been key events that define us.

University Campaign launched by president

The 1999-2000 university campaign was launched May 1 with a letter of solicitation from President Charles Steger. The campaign, which is open to all current and retired members of the university community, will run through the end of the fiscal year and will focus on encouraging as many individuals as possible to participate.

The selection committee who are charged with the responsibility of recommending gifts to the university will have the option of writing in any department, unit, or program that they wish to support.

One of the 15 designations is the Virginia Tech Staff and Faculty Dependent Spouse Scholarship Program, which made its first appearance on the gift card last year. The program is designed to assist families of full-time employees meet the financial challenge of enrolling their dependents and spouses at Virginia Tech. Qualified candidates will receive $4,000 for four years in the public-school system, where she later earned her doctorate from Miami University in Oxford, Ohio. Before that she taught four years in the public-school systems of schools, among others, to contribute.
The Virginia Tech chapter of the national Honor Society of Phi Kappa Phi has inducted Garst, civil engineering; Treasurer Conforti, human nutrition, foods, and exercise; Secretary David Parrish, entomology; and business communities world wide.

Sirgy will assume the position of president. With more than Sirgy, a trained geneticist and science-policy expert on wildlife, offers very clear and

Christopher Neck, assistant professor of management in the Pembinaian Community of Business, has received the 2000 Students’ Choice Award. The campus-wide recognition of teaching excellence and management winner was the Virginia Tech Student Union, the Student Association, a volunteer group of students that assists with alumni and student events.

He recently chaired the review panel on “Hepatitis Virus Vaccines” in Europe. He recently presented a paper on the development of programs to provide housing and care for the pets of victims of domestic violence who have sought safe refuges.

Michael Leib, a professor in the Department of Biomedical Sciences and Pathobiology, recently presented “Pathogens and Their Hosts” at the annual meeting of the American Veterinary Medical Association at the Homestead in Hot Springs, Virginia.

University of Pennsylvania College of Veterinary Medicine and at the Maryland Veterinary Medical Association’s annual meeting on the topic of “The Growing Role of Pets in Human Therapy and the Safe Pets Program,” and at the annual meeting of the Virginia Veterinary Medical Association at the Homestead in Hot Springs, Virginia.

Becky J. Purcell, associate professor, Department of Large Animal Clinical Sciences, recently presented “Management of Pregnancy and Whelping in the Dog and Modern Breeding Management in the Dog” at the annual meeting of the Virginia Veterinary Medical Association.

David Kronfeld, the Paul Mellon distinguished professor of agriculture and professor of veterinary medicine at the Virginia-Maryland Regional College of Veterinary Medicine, recently chaired a mini-symposium on exercise at the annual meeting of the Federation of American Societies for Experimental Biology. The meeting was held in Washington, D.C. and hosted 10,000 biologists.

Kronfeld also recently presented the plenary lecture on “Exercise Physiology” at the annual meeting of the American College of Nutrition and Physiology Society in Raleigh, NC. He also presented a lecture on “Nutrient Supplementation of Grazing Mares and Foals” at the Sir Frederick Smith Memorial Lecture of the British Equine Veterinary Association at the Royal College of Physicians in London.

Amy Nugent, a student at the VMRCVM, was recently selected by the Morris Animal Foundation as the VMRCVM’s new Ballard Student Representative. There are 27 students involved in the program at veterinary institutions throughout the United States. Nugent will join 12 other students who are new to the program, and 14 students who are in their second year of volunteer service. The primary responsibility of a Ballard Student is to educate the student body and the faculty at his or her school about the foundation’s vital role in animal health.

Kimbley May was recently recognized for her outstanding achievements as a resident/graduate student in the Department of Large Animal Surgery. May received first place in the Clinical Research Presentation at the VMRCVM’s Eleventh Annual Research Symposium for her presentation on “Arthroscopic Anatomy of the Equine Temporomandibular Joint.” May was also selected as the Best Clinical Manuscript by the British Equine Surgery Journal in 1998-1999. The manuscript was entitled “Urine Bladder Marsupialization for Treatment of Obstructive Urolithiasis in Male Goats.”

Rebecca Rice, a member of the VMRCVM’s class of ’91 (See ACHIEVERS on 8)
The Office of Equal Opportunity—Affirmative Action and the Department of Personnel Services offer varied but different and essential services to employees. At some time during employment at Virginia Tech, employees may need special assistance or counseling. The following question-and-answer format has been developed to assist employees with information on where to go to resolve personal and work-related problems.

In addition to employment benefits and personnel administration, Personnel Services provides assistance to classified staff members who have work-related problems, such as employee/supervisor conflicts and/or worker conflicts by recommending ways to deal with and resolve issues.

The Office of Equal Opportunity—Affirmative Action exists to assist employees to deal with discrimination or harassment on the basis of race, gender, color, national origin, religion, age, political affiliation, veteran status, disability or sexual orientation.

The following is a list of questions and answers on how they might be handled.

I am a classified employee. I know that I must work overtime when requested; however, each time I have agreed to work the extra hours, my supervisor has taken this opportunity to incompetently close me and has made distasteful sexual comments. I can't afford to lose my job. Where can I go to for help?

This may be sexual harassment in violation of the university’s EOAA statement and University Policy 1050. Report this immediately to your supervisor’s supervisor since managers have a legal obligation to address the situation once made aware of it. If you cannot or choose not to go to your supervisor’s manager or your department head go to the EOAA Office located at 336 Burruss Hall or go to Personnel Services and they will make sure you get the assistance you need. Review the policy for detail on what sexual harassment is and how to proceed with a complaint of sexual harassment. You may access the policy at http://fbo.vt.edu/10021/admin/eeuqal/nshabxrv.html or contact the EOAA Office at 431-7500.

My supervisor is continually yelling at me, making me do additional work, criticizing my work and the way I do things. Nothing I do is ever good enough for my supervisor. Where can I go to get advice on how to handle this type of verbally abusive supervisor?

You may view this as harassment or retaliation but this is not unlawful harassment in violation of law or university policy and it is not an issue that you should take to the EOAA Office. Take these management issues to Personnel Services where they will be able to advise you on ways you can approach the problem.

My immediate supervisor is the key organizer of several employees who participate in the after work social hour group during the lunch hour stretch. The supervisor, she has made it known to me that she is not happy that I do not take part. I feel that because of this she recently decided to give me a warning letter and is considering to ask you to log off of a department computer because I can’t get the work done during the day and she doesn’t say anything to me when I ask off. I feel certain that my last performance-evaluation rating was affected because I declined to participate. I am not of the same faith and I object to the pressure I am getting to pray with them and I worry about eventually losing my job because of this, Where can I go to get help for this problem?

This may be religious discrimination. Please go to your supervisor’s manager or department head or go to the EOAA office to discuss this problem.

I am a supervisor of a long-time valuable employee who I suspect may be in a personal problem. I frequently smell alcohol on her. At times, I suspect she has been drinking upon returning from lunch and I can’t prove it. Her attendance is good but I have noticed that attention to detail, meeting deadlines and general all-around work has suffered.

I need to talk with someone who can help me approach her in a legal and helpful manner. Where can I go to?

Personnel Services can advise you on how to talk with this employee and also to recommend an employee-assistance program to help her if she will agree.

I work in a hectic and busy office as a program support technician. The workload is heavy and I often work overtime because I can’t get the work done during the day with so many interruptions. My wife is pregnant and I need to spend much more time at my office work at home and I am not paid for it. I don’t want to approach my boss because I am afraid she will get upset. I know that the woman manager will be aware of the problems that will occur to her if she will agree.

Please read University Policy 4075, classified staff requests for accommodations must be directed to Personnel Services at 431-7500. Faculty requests for accommodations must be directed to the EOAA Office at 1-7500. Review the policy for detail on how you can go about discussing accommodations with a specific person.

Virginia Tech is committed to fair employment and treatment of employees. Both the Office of Equal Opportunity Affirmative Action and the Department of Personnel Services invite you to share your problems—even in the wrong office. We are here to effectively request an accommodation.

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Where to Go for Help?

Office of Family Support to become FW/LR

The Office of Family Support to become FW/LR in the productive workforce.

outside the workplace can increase employee many demands which impact time inside and life has shown that support in meeting the Research in the relatively new field of work/job responsibilities with the rest of their lives. This new title more

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Where to Go for Help?
Events
Friday, 5
Exams Begin.
Saturday, 6
Music Event, 8 p.m., Squires Recital Salon; Audubon Quartet.
Sunday, 7
YMCA Hike, 1:30 p.m., 405 Washington St.; Falls Ridge in Squirre.
University Chamber Music Series, 3 p.m., Squires Recital Salon; Audubon Quartet.
Monday, 8
Wildflower Walk, 5:30 p.m., Greenhouse.
Tuesday, 9
Library Renovation Forum, 1-2 p.m., sixth-floor conference room, Newman Library.
Wednesday, 10
Exams End.

CommonHealthWeight Watchers group forming
A new Weight Watchers program is being formed on campus. There will be a special at-work price for the meeting series (minimum enrollment is 20 members). Contact Kellie Ross at 1-7104 or rrnstow@vt.edu for more information or to reserve a membership.

Women’s Network meeting open to all
On Tuesday, May 9, at noon the Women’s Network will meet in the conference room of the Women’s Center. The Women’s Network welcomes ideas, time, energy, leadership, and commitment toward improving women’s roles at the university.

Engineering to host open house
Virginia Tech’s nationally ranked College of Engineering will host its third Industry Opportunities Open House on Thursday, June 8 on campus. The all-day event, aimed at developing partnerships and creating opportunities for industry to interact with faculty members, will include clinics on engineering topics and tours of research facilities.

In addition, a special event on Wednesday, June 7, will feature a tour of the new Smart Road and a Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) Proposal Preparation Workshop. The open house will also feature several speakers. At 11 a.m., Anne Armstrong, president of Virginia’s Center for Innovative Technology (CIT), will discuss the “Future Directions of Virginia’s CIT.” Following will be three discussions relating to opportunities with the Small Business Innovation Research (SBIR)/Small Business Technology Transfer (STTR) Proposal Preparation Workshop. Vincent Schaper will speak on opportunities with the Office of Naval Research, Ritchie Coryell will discuss the National Science Foundation’s program, and Marshall Dick will highlight the Environmental Protection Agency’s efforts in the SBIR/STTR area. William Spillman, director of Virginia Tech’s newly created Optical Sciences and Engineering Research Center will also speak during the morning session on its projected interactions with industry.

At 1:30 p.m., engineering faculty members will offer a variety of clinics on topics from materials and structural design, thin/thick film coatings, radio frequency measurements, manufacturing systems design, high performance embedded computing, wireless circuits, to data acquisition and instrumentation. Laboratory tours will also be available to the participants. Laboratories scheduled to be open include microelectronics and group- decision systems, flexible manufacturing systems, robotics and automation, fluid mechanics, aerodynamics, CAVEL, electronic manufacturing, auditory systems, virtual environment, composite processing, smart-road pavement, adhesion mechanics, materials testing, configurable computing, optical-image processing, fiber-optic draw tower, mobile and portable radio group, digital signal processing, packaging for power electronics, VLSI design, time domain and RF measurement, intelligent material systems and structures, and traffic.

Engineers from industries with interests in engineering research and development or faced with design and operation problems are welcome to attend. Government and economic development officials are also encouraged to visit during this open house to learn about the various activities of the faculty of Virginia Tech’s College of Engineering.

The one-day SBIR/STTR proposal preparation course to be held on the preceding day, June 7, will provide attendees with information on how small businesses can prepare a competitive SBIR/STTR proposal to any of the 10 participating agencies.

The event is sponsored by the College of Engineering, the CIT, the Economic Development Office, the Industry Program Development Office, New Century Technology Council, and the Roanoke Valley Economic Development partnership. There is a $25 registration fee. There is an additional registration fee of $50 to participate in the SBIR/STTR proposal preparation course.

For more information, see the Industry Opportunities Open House web site at http://www. caes.vt.edu/changes/2000/06/30/contact/Pat White at 1-3366.

Exhibit highlights Christiansburg Institute
An exhibit that explores the history of Christiansburg Institute, a unique school established after the Civil War for African-Americans, and the role it played in Virginia’s developing educational system will begin a tour of Virginia towns and cities with a premier showing on the Virginia Tech campus.

The exhibition, “A Century of Contributions: Christiansburg Institute and Educational Change in Virginia,” will open May 10 at the Black Cultural Center in Squires Student Center. It will remain at the center, which is open Monday-Friday, 11 a.m. to 5 p.m., through July. Weekend showings can be arranged by calling Kimberly Rhinehart at 1-3767.

The exhibition has also been scheduled at the Alexandria Black History Resource Center in Alexandria, the Harriet Tubman Museum of African American Culture and History Museum of Western Virginia in Roanoke, and the Black History Museum in Richmond following its showing in Blacksburg. Plans are under way for the exhibition to travel to other locations, both in and outside Virginia.

“We are honored that the Black Cultural Center at Virginia Tech will be the first site for the Christiansburg Institute exhibition. This exhibition captures a part of history that needs to be shared with Virginia Tech students. It will certainly provide them with experiences and, perhaps, knowledge that they will not get in a typical classroom,” said Barbara Pendergrass, dean of students.

Christiansburg Institute was founded in 1866 by the Reverend Charles S. Schaeffer, an ex-Union captain in the Civil War, to educate the freedpeople of African descent. “The Friends’ Freedmen’s Association of Philadelphia, a Quaker organization, began supporting the school in 1873, and Booker T. Washington served as its overall advisor in the late 1890s.

“Throughout its history, Christiansburg Institute remained an institution characterized by excellence, recognized by both the State Board of Education and the Southern Association of Colleges and Secondary Schools,” said Ama Fariello, curator of the exhibition and a member of the faculty in the Center for Interdisciplinary Studies. In 1954 the Supreme Court put an end to state-sanctioned segregation. After 1966 African-American students attended county high schools established for their white classmates, and the Christiansburg Institute campus went on the auction block.

Several years after the school closed, a group of graduates organized the Christiansburg Institute Alumni Association to restore the campus buildings. Now the property is open to all interested persons.

The exhibition is comprised of period photographs and papers from the Christiansburg Institute alumni archives. It examines issues of race and explores how racial concerns molded the policies that form today’s educational institutions.

Included in the exhibition are a series of hanging panels depicting school scenes, a chronological narrative of the story of Christiansburg Institute, decade by decade; and past and present photographs that create a narrative of “then” and “now.” “This section will raise public awareness regarding future renovation of the site,” said alumna Elaine Carter, one of the organizers.

The exhibition is co-sponsored by the Christiansburg Institute Alumni Association, the Virginia Foundation for the Humanities and Public Policy, and Virginia Tech’s Center for Interdisciplinary Studies (CIS). Black Studies, Black Cultural Center, Office of the Dean of Students, and College of Arts and Sciences. It was organized and presented with the cooperation of the CIS.

For more information on the exhibition and the alumni association, contact Fariello at 538-3946 or fariello@vt.edu or Carter at 953-5523 or elcarte@vt.edu.
NOTE TO SUPERVISORS FROM PRESIDENT STEGNER

It is our university policy to express our gratitude to those individuals who play such a vital role as Virginia Tech’s members of our staff. Therefore, I have declared Thursday, May 18 as Staff Appreciation Day. All day activities will begin at 10 a.m. at Rector Field House and concluding at 3 p.m. I am writing to request your strong support for this event by encouraging staff to wear casual clothing, gather to visit and greet their friends, participate in group health walks, and cheer for fellow employees participating in various activities.

Please allow all staff and non-student wage employees in your area to participate for a minimum of several hours. Food service will be offered between 11 a.m. and 1 p.m., and a schedule of the day’s activities will be mailed to all staff. Share copies of this letter with your managers and supervisors to help them understand the commitment we want to make toward the success of the day. We recognize there are certain departments with varying levels of staff support throughout the day, therefore we are suggesting that offices stay open to receive visitors and phone calls, but with minimal and rotating staffing required to do so.

Staff Appreciation Day cannot be considered a substitution for leave. Employees are asked to report to their normal work location that morning and return in the afternoon. Employees on sick leave or planned annual leave on this date should record the full eight hours as leave.

PARKING AND TRANSPORTATION

We suggest that you park in the Visitor parking lot on Stadium Road or at Lane Stadium just off Spring Road. Please enter the Field House from Spring Road. Personal Touch Catering will be serving from the opposite end of the Field House this year, so you’ll want to avoid the back entrance.

In addition, the Campus Circular will be in service on May 18 if you need to visit various buildings. If you need additional information for the circular, please contact Blacksburg Transit at 961-1185 or at www.btrans.org.

If you require special arrangements in order to participate in any of the activities, please contact Margie Murray at 231-7111 or nmurray@vt.edu by May 15.

ACTIVITIES SCHEDULE

Luncheon (11 a.m. to 1 p.m.)
Enjoy a free lunch catered by Personal Touch Catering. Selections will include hot dogs, barbecue, grilled chicken, potato salad, and cole slaw. For the vegetarian, we also have garden burgers, fruit salad, and vegetarian baked beans. And for dessert, don’t forget the brownsies and ice cream.

D.J. Music (All Day)
We hope you’ll enjoy our new format featuring hourly intervals of your favorite music. Our very own Wendell Brown of Chemical Engineering will be spinning tunes all day long. The music schedule is noted below.

10 to 11 a.m.: Oldies Variety
11 a.m. to noon: Country and Bluegrass
noon to 1 p.m.: Oldies Variety
1 to 2 p.m.: Classic Rock and Pop
2 to 3 p.m.: Country, Blues and Cajun

Bingo (10:30 a.m. until all prizes are awarded)
Beginning at 10:30 a.m., and until all prizes have been awarded, games will be held throughout the day with the exception of 12 noon to 1 p.m. We hope to award four to five prizes per game. We have an excellent selection of Sugar Bowl memorabilia donated by the Virginia Tech Licensing Department.

Dunking Booth (10:40 a.m.-12 p.m. and 1-3 p.m.)

We know there are those of you just itching to get a chance to “drink” an administrator. We have signed up quite a few administrators willing to put themselves on public display. Come to test your throwing skill or just enjoy the show.

The preliminary list of fun-loving volunteers begins with Dave Ford, vice provost for academic affairs; Greg Brown, dean of the College of Natural Resources; Tim Mack, professor and head, Department of Entomology; Rich Sorensen, dean of the Pamplin College of Business; Linda Woodward, assistant vice president for personnel, and Doug Martin, human resources manager, Personal Services.

Team Pack Rat Challenge (10:40 a.m.-1:40 p.m.)
Form a team of five or more people and have each person bring as many items as he or she can carry. Each member of the two teams that produce the most items requested per game will be awarded Commonwealth gifts. Come on down, bring a friend, and bring some “stuff.”

Hokie Bird Photo Op (11 a.m. to noon)
Are you a Hokie Bird fan? Join us in Rector Field House between 11 a.m. and 12 noon to meet the Hokie Bird in person. Be sure to bring your own camera to preserve the occasion. This special opportunity may not be available for years to come so don’t forget your camera.

Outdoor Activities for Individuals or Teams (All Day)
Do you want to play volleyball or pitch horseshoes? Equipment will be available all day for those of you that want to challenge your friends to a friendly game of horseshoes, or compete against another department in volleyball. Form your teams and get your friends. Volleyball and horseshoe equipment is available on a first-come, first-served basis.

TOUR SCHEDULE AND REGISTRATION INFORMATION

Tour Registration Deadline: Monday, May 15
Register by phone or email: 7111 or dskar@vt.edu
Tour Ticket Distribution: Tickets will be set in campus mail until May 15. Late registrants will be provided tickets at Rector Field House.

Tour Openings: If someone holding a ticket for a particular tour does not show up, we will allow others to fill in those spaces on a first-come, first-served basis. Please check with the tour leader—the individual holding the tour sign—for openings.

Special Accommodations: If you require special accommodations to participate in a group tour, please contact Margie Murray at 231-7111 by May 15.

You will be told immediately if you have a space on the tour you are requesting, and a confirmation ticket will be mailed to your campus address. If you request a ticket and later find that you are unable to use it, pass it on to someone who will. Space is limited and we want as many people as possible to have the opportunity to participate.

Please bring your tour ticket with you to Rector Field House to assure your place in the tour. The central meeting place for all walking tours will be inside Rector Field House. When you first enter the building from the Spring Road entrance, look for the sign “WALKING TOURS.” Your leaders will be holding the sign corresponding with the tour he or she is leading. Because these tours are part of the Commonwealth fitness program, participants will receive a separate Commonwealth gift upon departure from the Field House. Some tours may proceed even in inclement weather, so bring your umbrella if it looks like rain. You should arrive and begin lining up 15 minutes before the departure time for your tour.

Dort’s Place (10:30 a.m., 60 spaces)
This tour features explanations on the fine art of roasting coffee beans and an introduction to the specialty coffee industry. Participants will learn about a variety of beans and sample different types of coffee, including Hokie Blend. Dort’s Place, located on the corner of Spring Road and 13th Street, is the best place for those beans. The program will be held at Dort’s Place, Virginia Tech’s Premiere Coffee, Ice Cream and Pastry Shop, in Dietrick Dining Hall. Tour guides will be Jay Capron, Manager of Dort’s Place, and Judy Young, Assistant Manager.

Historical Group Walk (10:30 a.m., 25 spaces)
This tour will feature humorous historical commentary by none other than Doug Martin, human resources manager. Personnel Services is the official historical walking tour of campus. We will visit 25 different locations that have been altered throughout the years by staff and students. Each stop will give you a bit of a history lesson so you’ll want to avoid the back entrance.

Horticulture Gardens (10:30 a.m. and 2 p.m., 20 spaces per tour)
Located on Washington Street, adjacent to Rector Field House, the Horticulture Gardens complex is a living museum of plant materials. Our tour guide, Suzanne Piovano, Lab Specialist in Horticulture, will escort guests through the gardens explaining the various vegetation and gardening methods. Suzanne is very knowledgeable and will be happy to answer questions as they arise. Although a tour guide will not be available except during tour times, please feel free to wander through the gardens at your leisure.

Wallace Hall Design Kitchens (10:15 a.m., 11 a.m., 1:30 p.m., 40 spaces per tour)
The Center for Real Life Kitchen Design is a unique teaching facility that includes five fully functioning kitchens, one of which is the GE Real Life Kitchen. The Real Life Kitchen is a universal design kitchen, designed to make the kitchen space work for everyone, regardless of size or ability.

The kitchens reflect a variety of price levels, life styles, and accessibility in and use of space. This facility is yet another example of Virginia Tech on the cutting edge of universal design, and it’s the first facility of its kind in the nation. Glenda Andres, a graduate student in near environments, will provide you with background information and demonstrate some of the cutting-edge features. You may then tour on your own until the next tour group arrives.

Commonwealth Walk with Bridgit Mitchell (1:30 p.m., open to anyone interested)
The Commonwealth Office has organized another walk for anyone interested. Participants will receive a Commonwealth gift. We plan to have Bridgit Mitchell, former director of CommonHealth at Virginia Tech, lead the walk. For those of you that haven’t heard, Bridgit was promoted within CommonHealth, and has moved out of the area. Please join Bridgit for her last official walk down the “munny.” Everyone is welcome.
STEGER
Continued from 1
I believe we are in such a period today. The structure of higher education is in transition, and one of necessity change in order to respond to the rationalization of the marketplace, which has been brought about by the revolution in information technology and the integration of the global economy. New forms of individual freedom and opportunity will emerge. Institutions of higher education must find their place in the new order.

The American Revolution established a new concept of social order and individual freedom, where ability and opportunity are valued above social station. The industrial revolution next unleashed a new economic order based on technology. Today we are in the midst of yet another revolution, brought about by the convergence of the information society and the digital economy, which is changing the ways we do our work, teach our students, conduct research, and relate to each other. The same change that we have witnessed in the ability to travel and to communicate with every quarter of the world over the Internet has given rise to new forms of intellectual capital. The best information, the brightest faculty members, and most effective coursework can be accessed from anywhere on the planet. Therefore, the quality standard that is set is not what may be best in the state, region, or even the nation, but what is best in the world. This is the challenge of ensuring Virginia Tech—indeed any institution of higher education—will remain a constant of national stature.

What does this goal imply for us? I believe that conventional measures, such as total expenditures on research and development, will continue to be important. But other measures will become more significant as well. To suggest just a few, our contributions to economic development and other forms of outreach, our national and international collaborations with other universities and with the private sector, our ability to innovate in information and communication technology, and our commitment to be a leader in the world.

When we look concretely at the universities with whom we would like to be compared in 2010, we will increase significantly our level of sponsored research, and we will be among the top in the percentage of our graduate students who go on to get their PhDs. Our mission is to become one of the top technical universities in the world. We must also increase significantly our level of sponsored research; that is what is essential to our self-image and our ability to attract the best students and the best faculty. We are moving in the right direction.

If we do not succeed in raising this level of research activity, we will not have the graduates and the contextual space to become a world-class university. We can and must do better.

What other steps must we take to move Virginia Tech into the company of the most diverse universities in the world? First and foremost, we must find the students we need. Second, we must continue to improve the facilities that we have. Some of these are inadequate fine- and performing-arts spaces. As a result, we will have to spend $5 million in private monies already committed for a new concert hall and gallery. This will not only bolster academic programs, but also be a resource to the community. Quite simply, it will require our commitment to being a multi-dimensional, comprehensive university.

As our students graduate, we must strengthen our ability to communicate with them, and strengthen their bonds to their alma mater as well. On Commencement day in May, Virginia Tech will send students into a world quite different from the one I entered as a graduate in 1969.

The personal computer did not exist, and I recall working problems with my slide rule. Now, technology is changing so rapidly and the growth rate of knowledge is so rapid, that our education must be a continuous process. I want to see Virginia Tech play a lifelong, active role in the lives of our alumni. As a result, established attention to launch a major fund-raising campaign in 2003, a campaign that we envision to be the necessary facilities for these programs. For our intercollegiate teams we have every hope to sustain a strong national presence and to provide facilities to assist these programs in realizing that goal.

Moreover, there is an obligation to create a civilized and reflective environment. The university should, and indeed must, be a place that mirrors our broader society. At Virginia Tech, we have made progress, admittedly slow, in providing opportunities for women and minorities. We must do better. I will charge the staff to prepare a concrete plan for expanding African American enrollment by at least 20 percent. And I will commit to personal involvement in that effort. Once we have achieved that first goal, we will look to further improvements. I will also ask the staff to look at improving opportunities for other under-represented groups in the faculty, staff, and student bodies. We must also expand the international and multi-cultural perspective in our curricula and in the life of our campus community, if we are to function successfully at the global level in the ways that we aspire.

On this Founders Day in the year 2000, the future of Virginia Tech is a bright one.

We have an organizational culture that fosters motivation and is willing to experiment with new ideas. We have a community of faculty and staff members and students possessed of exceptional talent and promise. We have the will to act. We have the capacity to take risks. And together we will complete a new vision for advancing this university in the next decade.

I look forward to our working together with great enthusiasm and hope for the future.

Thank you.
Research symposium shows off student research at university

By Susan Trivedi

Student research ranging from preventing truck crashes and the benefits of B6 in fighting breast cancer to navigation of the simulated world won recognition in the 16th Annual Research Symposium at Virginia Tech, held on April 27-28 in blacksburg.

This year’s theme was “Bridging Research Boundaries.” The event was organized by the Graduate Student Assembly and judged by graduate student in all disciplines. The Virginia Water Resources Research Center also judged prizes across all categories for the best Virginia Water Resources Research Center also graduate students in all disciplines. The Virginia Water Resources Research Center also judged prizes across all categories for the best graduate students in all disciplines.

First place winners are:

- 989384.html.

Wheeler honored with advising award

By Lu Croatia

Sarah Wheeler, coordinator of academic support programs for the College of Engineering, has received the university’s 1999-2000 Award for Excellence in Career Advising. The award is presented annually by Virginia Tech Career Services to recognize exemplary work with students in the area of career development.

Since Wheeler began advising engineering students about 15 years ago, she has developed a number of programs to help undergraduates in their quests for degrees and good jobs. She recently implemented CHOICES, a peer mentoring program for students who are undecided about their educational and career paths, and MPETS, the Mentoring Program for Engineering Transfer Students.

Wheeler also initiated the College of Engineering Quality Advising Network, a college-wide organization for the improvement of academic and career advising and personal counseling.

The following classified positions are currently available. More details of these positions, specific application procedures and position-closing dates may be found on the Personnel Services/Outreach website. Available positions are also listed on the Job Line, a 24-hour recorded message service. For information on all job listings, call 1-530. Some of the following positions include state benefits. Positions with numbers beginning with a “W” are hourly and do not include state benefits. Individuals with disabilities desiring accommodation or assistance in the application process should call the application deadline.

Closing date for advertised positions is 1 p.m. Monday. An EOAA employer committed to diversity.

Full Time

Administrative Assistant, 6845L, Grade 7, AIS—Alumni Development.

Animal Care Technician B, 6995J, Grade 11, Veterinary Teaching Hospital.

Animal Care Technician B, 2630J, Grade 5, Veterinary Teaching Hospital.

Assistant Director of Annual Giving for Telemarketing, 1528L, Grade 12, University Development/Annual Giving Program.

Banquet Manager (Food Operations Manager Assistant), 1118Q, Grade 6, DBHC2.

Budget Manager, 1511T, Grade 14, Budget/Financial Planning.

Business Manager A, 7600J, Grade 10, Gateway.

Capital Outlay Program Assistant Director, 75970, Grade 17, Civil Design/Construction.

Computer Center Lead Engineer, 7487T, Grade 16, CEPES.

Data Systems Manager, 7601L, Grade 10, Center for Survey Research.

Editor, Virginia Tech Magazine, 0654L, Grade 12, University Communications.

Electrical Engineer, 75656, Grade 7, Physical Plant.

Executive Secretary, 1854T, Grade 6, Budget/Financial Planning.

Two full-time food-operations positions available; two part-time positions.

Food Operations Manager A/Assistant Manager, 0509H, Grade 8, Residential/Dining Programs/Owns Food Court.

Food Operations Manager B/Executive Chef, 1781H, Grade 10, Residential/Dining Programs/Dietrick Dining Hall.

Food Operations Manager B/Executive Chef, 0387T, Grade 10, Residential/Dining Programs/West End Market.

Food Production Worker A/Shopkeeper Supervisor, 0381, Grade 3, Residential/Dining Programs/ West End Market.

Geotechnical Engineer (Laboratory Supervisor), 7580, Grade 11, Civil/Environmental Engineering.

Housekeeping Worker, 2846C, Grade 1, Physical Plant.

Housekeeping Worker, 7572C, Grade 1, Physical Plant.

Housekeeping Worker, 0485H, Grade 1, Residential/Dining Programs.

Human Resources Generalist, 1073T, Grade 12, Personnel Services.

Information Technology Analyst, 7386L, Grade 6, University Computing Technician (Installation/Repair Technicians).

Housekeeping Worker Senior, 2026H, Grade 3, Residential/Dining Programs.

Leadership Development.

Graduate Housing Supervisor (Athletic Facility/Event Coordinator), W023020J, Grade 8, Athletics.

Housekeeping Worker, W025740, Grade 1, DBHC.

Laboratory Technician Senior, W021177, Grade 5, Environmental Health/Safety Services.

Macmillan, Susan T. 2630J, Grade 1, CIA/Environmental Engineering.

Mentorship Program (Installation/Repair Tech), W02166T, Grade 8, Mathematics.

Office Services Assistant (Switchboard Operator), W022101C, Grade 4, CNS.

Poster Assistant Specialist/Website Designer, W025746H, Grade 8, Student Media/Marketing/Conference Services.

Public Relations Specialist, W023344L, Grade 10, University Relations/Outreach Communications.

Quality Assurance Analyst, W02151D, Grade 6, AIS.

Trade/Utilities Worker, W023023, Grade 3, Residential/Dining Programs/Culinary Services Maintenance Crew.

University Only

Administrative Assistant to the President, W04423T, Grade 8, President’s Office.

Anchord Head (Athletic Facility/Event Coordinator), W022748J, Grade 8, Athletics.

Career Services to recognize exemplary work with students in the area of career development.

Wheeler also initiated the College of Engineering Quality Advising Network, a college-wide organization for the improvement of academic and career advising and personal counseling.

Wheeler’s advising skills have been critical to the success of many undergraduates. “She worked with them to overcome obstacles that were outside her responsibility,” said Ercella K. Phelps, a major in food science and technology.

by Jeffrey S. Douglas

Former Maryland Governor Harry R. Hughes, who helped create the regional foundation of the Virginia-Maryland Regional College of Veterinary Medicine, will be honored during its 17th annual Commencement ceremony on Friday, May 12 at 7 p.m. in Squires Student Center.

Hughes will be honored in the college’s John N. Dalton Society during the ceremonies. Hughes served two terms as governor of Maryland, from 1978 until 1986. He signed the official memorandum of understanding with the late Virginia Governor John N. Dalton which began Maryland’s official involvement with the regional veterinary college.

Memorializing Dalton, who signed its founding legislation, the Dalton Society honors those who have provided distinguished service for the college.

Eighty-eight DVM degrees, one Ph.D. degree, one certificate in veterinary pathology and 66 other certificates of residency will be awarded during the ceremony.

AA GRANTS

Continued from 1

“Christiansburg Institute (CI) Project for Historic Preservation,” Larkin Dudley and Susan Chalker of the Center for Public Administration and Policy and Marcy Schinberger of the Service Learning Center, to assist CI in the completion of the nomination application for the Virginia Landmark Register and the National Register of Historic Places, which will make it eligible for additional funding for its overall goal of becoming a community learning center to address history and cultural differences tied to racism, sexism, cultural differences, and poverty.

“Mentoring Program for Minority Classified Employees,” Robin Atkins, Ricky Carroll, Sheila Collins, Carolyn Dudding, and Richard Harshberger of the Office of Multicultural Affairs, University Leadership Development, Personnel Services, and College of Arts and Sciences, the continuation of a mentoring program for minority classified employees in Grades 5-7.

“Awareness Video and Workshop for Faculty and Staff,” by Tom McCoy, Susan Traylor, and other members of the Awareness Subcommittee of the IDEAAC Committee, which will help create a short video, a train-the-trainers program, and workshops to increase awareness of attitudes and behavior that interfere with the university being a welcoming community for all.

“First National Conference on African American and Multicultural Stepping,” by Elizabeth Fine, C.S., to organize a conference for April 2001 that will include all aspects of stepping, from its history and emerging role in performing arts to its use in religious, school and community groups and adaptation by other cultural groups. The conference will lay the groundwork for future conferences and for the development of Office of Multicultural Affairs, University Leadership Development, Personnel Services, and College of Arts and Sciences, the continuation of a mentoring program for minority classified employees.

DIGGS AWARDS

Continued from 1

Curriculum Development Award from the state of North Carolina for her participation in the state-wide revision of the social studies curriculum. Since coming to Virginia Tech, Bunch-Beach has expanded her legacy of excellence in the classroom, skillfully designing active learning projects and a teaching philosophy that engage students intellectually and imaginatively in the primary source materials of historical scholarship, even in the context of large classes. Her scholarship in the history of African American women is both a source and a model for her students.

Martin, an earthquake engineer/scientist, joined the Civil and Environmental Engineering faculty in 1991. He received a National Science Foundation in 1993, and in 1996 was selected for a SCBEV Outstanding Faculty Award. Martin is described by his colleagues as having contributed powerfully and with grace to the teaching mission, as being extraordinarily effective in communicating values as well as engineering knowledge to undergraduates and graduate students. Martin’s teaching focuses on “real-world” projects, based first in his research in earthquake engineering and, more recently, in the potentiality of engineering technology to benefit learners who must overcome significant medica